

Meeting 2 Minutes

Subcommittee on Training, Recruitment, Hiring, Retention, and Promotion **Date:**

Thursday, February 3, 2022

Time: 6:30 pm

Zoom:

<https://kearnswest.zoom.us/j/87586975411?pwd=eHJkQ2JMVHJHZGJGUTU3UTJDcW5aUT09&from=adon>

Meeting Objectives:

- Identify recommendations for recruitment process
- Review presentation and materials needed for deliberations
- Continue clarifying goals of subcommittee

Discussion Agreements:

- Speak for yourself about what has heart and meaning
- Honor the agenda or modify by agreement
- Learn from and understand each other's perspective
- Be respectful, candid, and constructive
- Provide balance of speaking time
- Test assumptions by asking questions
- Explore innovative solutions based upon common interests
- Strive to resolve differences and seek common ground
- Discuss topics together rather than in isolation
- Limit side conversations and actively participate

Present: Williams, Blanchard, Zaldivar, Calhamer, Flickema, Bailey, Brockway, Habun (observing)

Absent: Cordova

Agenda

Time (CT)	Topic	Notes
6:30pm	Call to Order, Roll Call, and Agenda Review	Facilitators called the meeting to order at 6:36 pm. Roll call was conducted and the agenda was reviewed.
6:32pm	Review and Approve Meeting Minutes	The previous meeting's minutes were approved via consensus.
6:35pm	Public Comment <i>Any member of the public who wishes to address the task force may do so via Elgin City Hall</i>	No members of the public were present at City Hall to give public comment.

<p>6:40pm</p>	<p>Recap Previous Meeting A summary of discussion highlights and action items from the previous meeting.</p>	<p>The facilitation team gave a quick summary of the last meeting that took place where members shared the motivations and experiences that led them to join the subcommittee.</p>
<p>6:50pm</p>	<p>EPD Presentation EPD to provide a presentation on recruitment, hiring, retention, and training process.</p>	<p>The next section of the meeting was a presentation given by Chief of Police Anna Lalley on the recruitment, hiring, training, and retention practices of the Elgin Police Department.</p> <p>Chief Lalley began her presentation by stating that the EPD recruits through advertisements, some on police cars, a specialized phone number for recruiting, recruiting videos, presentations, and more.</p> <p>Chief Lalley then showed two of EPD's recruitment videos.</p> <p>The public can watch them here and here.</p> <p>These videos emphasized community service, the leadership of women in the department, and that officers of many racial backgrounds and ethnicities serve in the EPD. These were themes that Chief Lalley confirmed the police department stresses during the recruitment and hiring process.</p> <p>In addition, Chief Lalley stated that the previous requirement that candidates have a bachelor's degree had been removed to expand the pool of possible officers. Now, those applying to be officers may have a bachelor's degree or may have an associates degree/academic credit in addition to other qualifications like previous military service.</p> <p>Chief Lalley stated that it had been a challenge to fill police positions due to the current national climate around policing and the pandemic. Only 84% of current positions are filled.</p> <p>From an application pool of 400-500 who take the test, the EPD usually selects 50-80 candidates for subsequent hiring rounds. These</p>

		<p>candidates go through an interview with a detective and rigorous background checks and must receive the approval of the Police and Fire Commission.</p> <p>If a candidate passes through this process, they are given a spot on the eligibility list that can last for 2 years. If called up from the eligibility list potential officers are then given a medical and psychological exam to determine their readiness to serve.</p> <p>The psychological exam assesses 16 factors that can create liabilities for serving officers. These factors include racial bias, substance abuse, gender bias and more.</p> <p>Once a candidate passes these exams they then are sent to a 14 week program at the Illinois Police Academy and then must complete 8 weeks of in-house training.</p>
<p>7:05pm</p>	<p>Question and Answer</p>	<p>Following the Chief's presentation, Task Force members asked their questions on the EPD's recruitment, hiring, and training practices.</p> <p>One member asked how EPD measures the effectiveness of training. Chief Lalley responded that officers receive yearly reviews and officers go through continuous updates in training throughout their time at EPD.</p> <p>The same member also asked what resources are available to police after they witness traumatic experiences on the job. The Chief answered that officers have access to other officers trained in peer support, can participate in a web-based program to talk to officers in other departments, and can make appointments with psychologists and can take a personal day when making those visits. The Chief noted that mental health is an ongoing priority at the EPD.</p>

		Other questions asked were about the rationale between eliminating the bachelor's degree requirement, how much officers must invest in their training, and how police trainers are trained themselves.
7:30 pm	Brainstorming Recommendations	<p>The task force then moved on to sharing their thoughts on what they had learned about training and hiring.</p> <p>Some members stated that they were uncomfortable with the recruitment video's emotionality and emphasis on military service but other members celebrated its emphasis on diversity and helping the local community.</p> <p>Another member stated that EPD should focus on recruiting at HBCU's.</p> <p>A member also asked if the Chief had seen officers leaving and moving to states like Indiana with better pay and a different environment. The Chief answered that Elgin's pay is comparable to other police departments across the state and that officers who come to Elgin come because they are excited to learn and innovate.</p>
7:50 pm	Wrap up & Next Steps	<p>The Facilitation Team concluded by adding that more concrete recommendations could be given in subsequent meetings and be provided over email.</p> <p>The meeting adjourned at 7:59 pm.</p>